



February 16, 2015

To: Senate Workforce and House Business and Labor Committees  
From: Mark Kellenbeck, co-owner, BrainJoy, LLC, Medford  
Re: Support of SB454 and HB2005

Dear Chairs Dembrow, Holvey and Committee Members,

My name is Mark Kellenbeck. My wife and I own BrainJoy, LLC in Medford; and I am the Co-Chair of The Main Street Alliance of Oregon. We support SB 454/HB 2005, a state-wide paid sick days standard for Oregon.

Increasing access to earned sick leave has a number of benefits for small businesses. These include protecting workplace productivity, decreasing turnover and associated costs and reducing health care costs. The loss in productivity to the U.S. economy due to illness in the workplace has been estimated at \$160 million annually, with the lion's share of this coming from employees going to work sick. Data suggests that employees who have the benefit of paid sick time are less likely to leave their jobs than those who do not, reducing turnover and associated costs. When employees have the opportunity to earn paid sick time they are more likely to stay home when they are ill, get healthy and return to work sooner, avoiding spreading illness to fellow employees and customers.

As a small business owner, retaining well-trained and valued employees, and thereby reducing turnover and associated costs is one of our top concerns. To put it more simply, we believe that if we take care of our employees, they will take care of us and our businesses will thrive. Earned paid sick days is really just a basic employment standard, like worker's compensation or child labor rules. That's why we support HB 2005/SB 454, and increased access to earned sick leave in the state of Oregon. It's the right thing to do.

Thank you for your time.

Sincerely,

A handwritten signature in blue ink that reads "Mark S. Kellenbeck". The signature is written in a cursive style.

Mark Kellenbeck  
BrainJoy, LLC